

## Seven and a Half Cents By Tom Frisby, The Frisby Group

Usain Bolt

American Carl Lewis set the 100 meter record with a time of 9.82 seconds in the Seoul, Korea Olympics in 1982. In 2009, Usain Bolt broke his own record with a time of 9.58 seconds. Doesn't seem like much but consider this: if Carl Lewis had run his same race in the Korea Olympics, he would have come in second to Usain by a staggering 10 meters, or almost 40 feet. Just shaving off a fraction of a second had that impact on the outcome of the race.

In total quality management, one of the concepts is to continue to improve, to get a tad better over time. That is done by establishing goals, developing a game plan to meet the goals, measuring how you did and evaluating why you were either successful or fell short. Construction companies like M.A. Mortensen have practiced this approach for years with outstanding results. And such companies realize that if each workman just improved productivity by 10 minutes a day, it adds up. A ten person crew would improve productivity by 100 minutes a day or 500 minutes a week and over 2000 minutes a month. And if there are 10 crews . . . do the math.

It adds up. A great song in the Broadway Play Pajama Game was *Seven and a Half Cents*; you should listen to it on the web. The first stanza goes like this:

I figured it out  
I figured it out  
With pencil and a pad I figured it out!  
Seven and a half cents doesn't buy a helluva lot,  
Seven and a half cents doesn't mean a thing.  
But Give it to me Every Hour  
Forty Hours Every Week  
That's enough for me to be living like a king.

And that is the way it works. Productivity is a function of planning. Planning the development and training of the people in the organization. Planning of the supply chain, including material handling. Planning to build in quality instead of inspect and correct. Planning for safety. Planning the steps necessary to achieve the goal, and then measuring to make sure you are meeting the goal and hopefully improving upon them. Shaving off a few minutes here and there, and who knows. In part this is what six sigma is all about – by eliminating waste (perhaps just one step in the material handling process, or reduce the failure rate from 5 in 1000 to 4 in 1000, or whatever), every time the process is repeated it will be at a tad less time and that adds up over time. Maybe that seven and a half cents will be enough for you to be living like a king. Less than a second of saving brought world fame and fortune to Usain Bolt.

(Continued on page 8)

### INSIDE THIS ISSUE:

<i>H. R. Allen, Inc.</i>	
<i>Mechanical Member Article</i>	2
<i>July Birthdays</i>	2
<i>Safety Tip</i>	3
<i>Welcome New Members</i>	3
<i>Birth Announcements</i>	3
<i>Anniversaries</i>	3
<i>Update Your Outlook</i>	3
<i>Upcoming Events</i>	3
<i>MCASC Summer Convention</i>	
<i>Registration Form</i>	4-5
<i>MCASC Summer Convention</i>	
<i>Hotel Reservation Form</i>	6
<i>MCASC Summer Convention</i>	
<i>Sponsorship Opportunities</i>	7
<i>Page 1 Article Continued</i>	8
<i>Habits By Tom Frisby</i>	8
<i>Tradesmen International</i>	
<i>Associate Member Article</i>	9
<i>Area Meeting Calendar</i>	9
<i>Vision/Mission Statement</i>	10



**MCASC  
Summer  
Convention  
Registration  
Forms  
Reunion Resort  
& Golf Club  
Kissimmee, FL  
August 1-4, 2019  
See Pages 6-9**





**“Tool Box Talks” - Safety Tip**

**Measles**

Measles is a highly contagious illness that primarily spreads via:

- Droplets or airborne particles from the noses, mouths, or throats of infected people.
- Contact with an infected person’s respiratory secretions or saliva.
- Contact with surfaces contaminated with respiratory secretions or saliva.

Despite a great reduction in the number of cases and near eradication of the disease in the United States at the start of the 21st century, measles continues to occur domestically. Measles is usually a childhood disease but can affect individuals of any age. Outbreaks are most common in the winter and spring.

Initial symptoms, which usually appear 10–12 days after infection, include high fever, runny nose, red eyes, and white spots on the inside of the mouth. Several days later, a rash develops, starting on the face and upper neck and gradually spreading to the rest of the body. Measles is typically most contagious several days before the rash appears. In some cases, measles can lead to severe complications, including fatal pneumonia.

Workers may be exposed to measles whenever the virus is circulating in the community. Some workers also may be exposed to infected individuals who arrive in the U.S. from abroad. Workers who perform services or other activities in homes in affected communities also may be exposed. Workers who have not received the measles vaccine or who have not had the disease can get measles if they are exposed.

The measles, mumps, and rubella (MMR) vaccine can prevent measles. For the vast majority of recipients, the vaccine is safe and effective. As with almost any vaccine, however, a small number of recipients may experience allergic reactions, side effects, or other adverse events. The benefits of vaccination typically far outweigh these risks.

For Further information go to [www.osha.gov/SLTC/measles/](http://www.osha.gov/SLTC/measles/)

**Anniversaries**

- Mr. & Mrs. Lee Richardson - 7/1
- Mr. & Mrs. Jim Brewer - 7/8
- Mr. & Mrs. Manuel Hendrix - 7/18
- Mr. & Mrs. John Minor - 7/20
- Mr. & Mrs. Coles Dwight - 7/21
- Mr. & Mrs. Bob Jacques - 7/23

**Update Your Outlook**

Let us know if we need to update your Outlook or if you know someone who does!

**Upcoming Events**



**176th Annual MCASC Summer Convention**  
 August 1-4, 2019  
 Reunion Resort, Kissimmee, FL

**12th Annual Pee Dee Blast**  
**Sporting Clays Event**

Friday, September 20, 2019  
 Back Woods Quail Club, Georgetown



**Welcome New Members**

- Piedmont** Chris McDonald  
 MedGas Tech, Inc.  
 Charlotte, NC
- Midlands** Brandon Eichler  
 Tradesmen International  
 West Columbia
- Coastal:** Sam Dorsett  
 Stanley Black & Decker, Inc. (DeWalt)  
 Mt. Pleasant

**Birth Announcements**

- Emma Rose Gunther**  
 Born 6/1/19, 11:59 PM, 9 lbs. 2 oz., 21 inches  
 Proud Parrents: Matt & Erin Gunther  
 Proud Grandparents: Mike & Liane Gunther  
 Metro Electric Company, Inc., Charleston
- Kloe Savannah Hayes**  
 Born 6/12/19, 7 lbs. 15oz., 20 3/4 inches  
 Proud Grandparents: Steven & Robbin Hayes  
 D & L, Inc., Darlington

# Up Up & Away ... Let's Laugh, Learn & Play!

The 176<sup>th</sup> Mechanical Contractors Association of South Carolina Summer Convention



## August 1-4, 2019 MCASC Registration Form

Please complete form **By Friday, July 12, 2019** and fax to (803) 731-0390  
Email To [mflowers@mcasc.com](mailto:mflowers@mcasc.com) or mail to P. O. Box 384, Columbia, SC 29202

Please List Names of Attendees & Indicate who will be playing Golf, Tennis, Fishing or Poker by circling a (G) for Golf, a (T) for Tennis, a (F) for Fishing or a (P) for Poker by the appropriate names:

Name: _____	G T F P	Name: _____	G T F P
Name: _____	G T F P	Name: _____	G T F P
Name: _____	G T F P	Name: _____	G T F P
Name: _____	G T F P	Name: _____	G T F P

Please List Any Food Allergies: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Phone No.: ( ) \_\_\_\_\_

### Billing Information:

Please Invoice Company: \_\_\_\_\_ My Check Is Enclosed: \_\_\_\_\_

### Hotel Information: Please Refer To The Enclosed Reservation Form

MCASC attendees will receive a group discounted rate if reservations are made by Friday, July 12<sup>th</sup>  
 The Resort Service Fee is 11.5% & Includes In-Resort Services Such As Self And Valet Parking, High Speed Internet Access, Resort Guest Shuttle Service, Local And Toll-Free Calls, In Room Coffee Service, In Room Newspaper Services And Access To The Fitness Center.  
 Reservations can be made after the deadline date at regular prices based on availability.  
 Make your reservations by calling: 1-877-778-2243 or faxing to 1-407-662-1065  
 (Be sure to mention MCASC Booking Code: 0719MCASC to get our Group Rate)  
 Call Or Complete the Enclosed Hotel Registration Form & Fax To Reunion Resort & Golf Club  
 For more Hotel Information visit their website at [www.reunionresort.com](http://www.reunionresort.com)

Continued On Next Page

## **MCASC Fees For Up Up & Away ... Let's Laugh, Learn & Play!**

Cost: \$475.00 per person, which includes the following:

- Daily Social Gatherings at The Hospitality Suite (hors d' oeuvres and your favorite adult beverages)
- Breakfast Meetings Friday Morning
- Members' Breakfast Friday Morning
- Educational Workshops, Friday Morning
  - “Retention – Keeping Our Good People Ours.” By: Stan Turner, Turner Consulting, LLC
  - “Estimating & Planning A Construction Project Designed For Success. A Deep Dive Into Setting Up, Tracking & Measuring Productivity On A Construction Project.” By: Mike Richardson, Atlantic Electric
  - “Identifying Opportunities To Maximize The Potential Of Your People & Profitability Of Your Company.” By: Chris Cullum, Cullum Constructors
- Pool Party To Include: Drinks, Dinner & Lots of Fun For Everyone Friday Evening
- Educational Workshops, Saturday Morning
  - “Leadership For First Line Supervision.” By: Stan Turner, Turner Consulting, LLC
  - “The Truth About SpeedReading.” By Dr. Frederick B. Lee
- Past Presidents' Reception & Dinner Saturday Evening With Special Entertainment
- Open Business Meeting, Awards & Farewell Breakfast Buffet Sunday Morning

**Note To Parents:** The Children Will Join The Adults On Friday Evening For The Pool Party. There Will Be A Planned Event For The Children On Saturday Evening While The Adults Attend The Past Presidents' Reception and Dinner.

### **Optional Activities:**

**Golf (Ocean Course): \$69.88 per person plus lunch \$24.95 for a Total of \$94.83**

Sat., August 3<sup>rd</sup> 12:30 PM Modified Shotgun. Includes: Green & Cart Fee. To Book Personal Tee Times On Other Days Call 1-407-396-3199

\*Golf Fees & Lunch will be billed to individual rooms

**Tennis: \$40.00 Per Court / Per 90 Minutes - 6 Clay Courts (Sub-Surface Irrigation)**

**Pickle Ball: \$25.00 Per Court / Per 90 Minutes – Includes Paddles And Balls.**

For Information On Tennis Or Pickle Ball Call 1-407-662-1630

**Fishing: For Information Call Suzanne Troutt With Exclusive Destination Management**

At 1-407-557-0789 For More Details Or Email: [suzanne@exclusivedm.com](mailto:suzanne@exclusivedm.com)

**Prepare Yourself For An Adventure In Relaxation & Renewal At The Spa**

Guests should make their own reservations by calling 1-407-662-4772 Or 1-407-396-3035

**Kids Crew Programs**

For More Details Call 1-407-396-3133

**For Additional Information, Please Visit Their Website At [www.reunionresort.com](http://www.reunionresort.com)**

**For Additional Information Call  
MCASC State Office At (803) 772-7834**

**NOTE: A full refund of MCASC Convention Registration Fees will be made on cancellations received prior to Friday, July 12, 2019. After that date, only 50% will be refunded up until Friday, July 19, 2019. Substitutions will be allowed.**



7593 Gathering Drive • Kissimmee, FL 34747  
 (407) 662-1000  
 www.reunionresort.com

**GROUP: MCASC SUMMER CONVENTION RESERVATION FORM**  
**DATES: AUGUST 1 – AUGUST 4, 2019**

**CUT-OFF DATE: JULY 12, 2019**

**GROUP RATES ARE AVAILABLE 3 DAYS PRE AND POST CONVENTION DATES**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home Tel. # \_\_\_\_\_

Work Tele. # \_\_\_\_\_

Fax # \_\_\_\_\_

Room Request:	Luxury One Bedroom Villa	_____	\$179.00 plus resort nightly service fee and tax
	Luxury Two Bedroom Villa	_____	\$199.99 plus resort nightly service fee and tax
	Luxury Three Bedroom Villa	_____	\$219.00 plus resort nightly service fee and tax
	4 Bedroom House - ROH	_____	\$248.00 plus resort nightly service fee and tax
	5 Bedroom House - ROH	_____	\$300.00 plus resort nightly service fee and tax
	6 Bedroom House - ROH	_____	\$360.00 plus resort nightly service fee and tax

The room rate is subject to an 11.5% nightly Resort Services Fee. This fee is used to cover in-resort services such as self and valet parking, high speed internet access, resort guest shuttle service, local and toll-free calls, in room coffee service, in room newspaper services and access to the Fitness Center. This fee is subject to sales and occupancy taxes and can change without notice.

Arrival Date: \_\_\_\_\_ Departure Date: \_\_\_\_\_ # Of Adults / Childrebn: \_\_\_\_\_ / \_\_\_\_\_

**CREDIT CARD INFORMATION**

Type of Card \_\_\_\_\_ Name on Card \_\_\_\_\_

Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Additional Info: \_\_\_\_\_

- 1 night deposit will be taken at time reservation is made. Balance will be due upon check out.
- Reservations are subject to a 7 day cancellation policy. Please cancel reservations 7 days prior to arrival to avoid forfeiture of deposit.

**For Your Convenience, You May Book Your Reservation By Calling 1-877-778-2243  
 (Booking Code: 0719MCASC) Or Book Online At:**



# Your Presence and Presents Are Highly Sought After....

**Become a *Sponsor* for the  
MCASC 176<sup>th</sup> Semi-Annual Summer Convention – August 1-4, 2019  
Reunion Resort & Golf Club – Kissimmee, Florida**

By becoming a sponsor, your presence will be seen and known to all members and associate members through our "Tool Box", website, upcoming meetings, convention materials and events. And your Presents will allow the MCASC Summer Convention to be memorable. Don't miss this wonderful opportunity for you and your company to be promoted during the next couple of months.

***DON'T DELAY BECOME A SPONSOR TODAY!***

Sponsorship Packages Include the following opportunities. Please choose the one(s) you wish to sponsor, complete the form and email or fax to Mona at [mflowers@mcasc.com](mailto:mflowers@mcasc.com) or (803) 731-0390.

**THURSDAY:**

Board Of Directors Meeting	\$1,000.00
Hospitality Suite	\$2,000.00
Surcies & Prizes	\$500.00

**FRIDAY:**

Associate Member's Breakfast Meeting	\$2,500.00
Past President's Breakfast Meeting	\$1,500.00
Member's Breakfast	\$4,500.00
Educational Workshop(s)	\$2,500.00
Drinks At The Pool	\$2,500.00
Dinner At The Pool	\$6,000.00
Entertainment At The Pool	\$2,500.00
Hospitality Suite	\$1,500.00
Surcies & Prizes	\$500.00

**SATURDAY:**

Educational Workshop(s)	\$2,500.00
Ladies / Spouse Surcies	\$1,000.00
Golf Tournament (4 Sponsors - 2 For Front Nine & 2 For Back Nine)	\$250.00
Tennis Tournament	\$250.00
Fishing Tournament	\$250.00
Children's Program & Dinner (Ages 0-3)	\$500.00
Children's Program & Dinner (Ages 4 & Up)	\$500.00
Cocktail Reception Honoring Past Presidents	\$2,500.00
Dinner Honoring Past Presidents	\$6,000.00
Entertainment	\$2,500.00
Hospitality Suite	\$1,500.00
Surcies & Prizes	\$500.00

**SUNDAY:**

Pick A Winner Awards Breakfast / Open Business Meeting	\$3,000.00
Awards & Prizes	\$500.00

**Yes, I Would Be Happy To Sponsor The \_\_\_\_\_**  
**Please Invoice My Company For: \$ \_\_\_\_\_ Phone No. \_\_\_\_\_**  
**Company Name: \_\_\_\_\_**  
**By: \_\_\_\_\_ Date: \_\_\_\_\_**

**Mechanical Contractors Association of South Carolina  
 Post Office Box 384, Columbia, SC 29202-0384  
 Phone: (803) 772-7834 Fax: (803) 731-0390  
 Email: [mflowers@mcasc.com](mailto:mflowers@mcasc.com) Website: [www.mcasc.com](http://www.mcasc.com)**

(Continued from page 1)

And if we don't figure it out, then the trend to offsite manufacturing and installing buildings like a LEGO set will accelerate, robots will be marching around our construction sites with overhead drones measuring progress and checking on safety hazards. Oh, I stand corrected. We are *already* installing buildings like LEGO sets in record time, and robotics are already running our warehouses, drones are already circling jobsites and . . .

Lawyer, mediator, author, consultant and educator Tom Frisby has managed Charleston-based construction-consulting firm The Frisby Group for 40 years. He can be reached at [tffrizzle@gmail.com](mailto:tffrizzle@gmail.com).

## Habits By Tom Frisby, The Frisby Group

Someone said that excellence is a habit.

Some other habits which bear note:

- Mediocrity
- Not accepting accountability
- Blaming Other
- Being disrespectful
- Not reading
- Low profits

Excellence is the product of intentionality. Excellent companies are products of management's deliberate goal of becoming and staying excellent, and developing game plans which assure that goal is continuously attained. Excellent companies set high standards and strive at all levels to attain them. That is done by each member of the company developing habits of knowing the right thing to do, then doing it, and then figuring out how to do it better. An attitude we see in winners on sports fields or battle fields. So the habits themselves are intentionally undertaken: actions which produce successful companies and projects.

But someone else said that too often our problem is not that we set our goals too high and we fail to meet them, but we set them too low and we attain them. So we develop habits of mediocrity, of being average. "With this market, we are going to get more work than we can handle anyway, so why spend time and money developing personnel." "Well, we have always been able to negotiate our losses with that owner because we do good work, so updating schedules and maintaining documentation is really a waste of time." "Look, if I bid the specifications and performed in strict accordance with them, we would never get a job and we sure wouldn't make the money we are making now."

The habit which is inconsistent with superior performance is not what is done or not done. *The habit is the attitude that one can get by without performing in a superior manner, an attitude that others are responsible for your problems and you never are, an attitude of adversarialness and not collaboration.* The attitudes of managers and executives are infectious. So are the attitudes of supervisory personnel who may have greater impact on labor productivity than managers. The attitude of the lead craftsman, or foreman who consistently plans the work, insists on contract compliance and figures out how to do it better next time – that attitude is worth a ton of money to the contractor and unfortunately is seldom adequately recognized and rewarded.

Habits are the children of attitude.

Lawyer, mediator, author, consultant and educator Tom Frisby has managed Charleston-based construction-consulting firm The Frisby Group for 40 years. He can be reached at [tffrizzle@gmail.com](mailto:tffrizzle@gmail.com).



## Associate Member: TRADESMEN INTERNATIONAL

From the day Tradesmen International was founded in 1992, the safety of our employees has been our top priority. As our national footprint grows, we remain committed to fostering this central principle. Tradesmen knows that qualified and knowledgeable employees are safe employees and all employees have access to resources to promote safe behavior and prevent accidents among our employees and our clients' employees.

Tradesmen International is North America's leading source for reliable, skilled craft professionals. We're productivity specialists with more than two decades of experience making sure contractors and industrial clients have just the right number of craftsmen to operate their businesses most profitably.

We're a **Construction Labor Support** company and we partner with our clients in order to gain valuable insight into their businesses.

We're proud to support national and regional organizations and we stand fully prepared to meet your unique needs with craft professional who emphasize safety, productivity and craftsmanship.

To learn more about our Total Labor Support® services, call Brandon at our Columbia office at 803.750.2889

**2235 Technical Pkwy, Suite C  
N Charleston, SC 29406  
843.261.5219**

**101 Trade Zone Dr, Suite 18A  
W Columbia, SC 29170  
803.750.2889**

**7001 Pelham Rd, Suite I  
Greenville, SC 29615  
864.286.6511**

[www.tradesmeninternational.com](http://www.tradesmeninternational.com)

**Congratulations to our next Associate & Mechanical Members who will be  
highlighted in the upcoming issue of "The Tool Box":**

**RepSouth, Charlotte, NC - Associate Member**

**C. J. Compton Plumbing & Heating, Inc., Spartanburg - Mechanical Member**

### **SEPTEMBER 2019 MONTHLY AREA MEETINGS**

#### **MIDLANDS AREA**

Thursday, September 5, 2019 @ 6:00 PM  
Location: 1222 Bluff Road, Columbia  
Sponsored By: Murray Supply Company

**Topic: TBA  
Speaker: TBA**

#### **PEE DEE AREA**

Friday, September 20, 2019 @ 9:30 AM to 5:30 PM  
Location: Back Woods Quail Club, 647 Hemingway Lane,  
Georgetown  
Sponsored By: Pee Dee Area

**12th ANNUAL PEE DEE BLAST  
SPORTING CLAYS EVENT**

#### **PIEDMONT AREA**

Tuesday, September 17, 2019 @ 6:00 PM  
Location: 412 Fairforest Way, Greenville  
Sponsored By: Trane U. S., Inc.

**Topic: TBA  
Speaker: TBA**

#### **COASTAL AREA**

Tuesday, September 24, 2019 @ 6:00 PM  
Location: 4801-A Rivers Avenue, North Charleston  
Sponsored by: Capital Electric Supply

**Topic: TBA  
Speaker: TBA**



P.O. Box 384, 29202  
1504 Morninghill Drive  
Columbia, SC 29210  
Phone: (803) 772-7834  
Fax: (803) 731-0390  
E-mail: mflowers@mcasc.com  
www.mcasc.com

*Serving mechanical contractors in  
South Carolina since 1912.*

**MCASC Executive Board & Staff**

Edward Gibbs, President  
Mike Richardson, Vice-President  
Randall Owens, Treasurer  
Bob Miller, Secretary  
Vaughn Padgett, Associate President  
Mona Flowers, Managing Director

Mechanicals make it happen -  
Be part of the best!

.....

**MCASC Vision Statement**

**The Mechanical Contractors Association of South Carolina (MCASC) will be the leading construction association in South Carolina for specialty contractors and suppliers in the electrical, mechanical (HVAC), and plumbing fields by serving its membership, the industry, and the Community in a vibrant and harmonious fashion.**

**MCASC Mission Statement**

**The Mechanical Contractors Association of South Carolina (MCASC) will provide its membership with:**

- current business/technical information and support
  - a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
  - educational scholarships for deserving students
- the development of industry related career opportunities

**The Association's objective for this mission is to enhance the future of the Construction Industry in South Carolina.**